

TO: Chief Elected Officials  
WIB Chairs  
WIB Directors  
Program Directors

FROM: Craig E. Hartzer  
Commissioner

DATE: July 2, 2001

SUBJ: DWD Communication #2001-01  
PY'01 Local Performance Levels and Incentive Awards Policy

RE: Workforce Investment Act and Wagner-Peyser Act

Purpose:

To convey the Department of Workforce Development's (DWD's) policy for establishing local Workforce Investment Act (WIA) performance levels for Program Year 2001 (PY'01) and the state's incentive awards policy for PY'01 WIA and Wagner-Peyser performance. This policy reflects Department of Labor Training and Employment Guidance Letter (TEGL) 7-99.

Rescissions:

None.

Content:

At the request of local WIA Directors, DWD has developed an adjustment method for WIA performance measures that take into account a continuous improvement strategy. For measures with representative data covering two program years the following strategy was used to establish levels:

1. The state's negotiated level for each measure is used as the departure point.
2. Each WSA's performance for PY'99 and PY'00 is compared to the departure point.
3. If both levels are below the departure point, the higher of the two levels is selected and the performance level is set at the average of this level and the departure point.
4. If both levels are above the departure point, the lower of the two levels is selected and the performance level is set at the average of this level and the departure point.
5. If one level is above the departure point, and one level is below the departure point, the departure point is selected as the performance level.

For a number of measures, adequate data for making adjustments is not yet available. For these measures, the departure point is the performance level for each WSA. Attached are the performance levels for the WIA measures.

As an alternative to this adjustment strategy, the chief elected official and the local board can choose to negotiate levels based on specific economic, demographic, and other characteristics of the populations to be served in the local area [WIA Sec. 136(c)(2)]. Requests for negotiation should be made by August 3, 2001 to:

Patrik Madaras  
Director, Evaluation  
10 N. Senate Avenue  
Indianapolis, IN 46204

The request should include the proposed adjustments and the rationale for those adjustments. Data proposed to be used as the basis for adjustments must be of public use quality and should be submitted with the request. The request must be submitted by the chief elected official and local board and include the name and contact information of the individual empowered to negotiate the levels with the state.

DWD also continues three additional **system** goals: satisfied customers, increased earnings and increased skills. These are articulated in Indiana's United Strategic Five-Year Plan by the following objectives for PY'01:

- over half of our citizens and employers will rate us as above average or excellent,
- at least 154,000 individuals assisted by the one-stop system will have wage gains, and
- at least 4,000 individuals will have documentable skill increases.

These measures will be assessed by local planning regions. The targeted number of wage gainers was established using historical information with the addition of a factor for continuing improvement. The targeted number of individuals with documentable skill increases was determined using the relative share of the PY'01 WIA allocation dedicated to each local planning region. These targets appear in the table below.

One-Stop System Measures		
Planning Region	Targeted # of Wage Gainers	Targeted # of Skill Increaseers
Region 1	23,325	905
Region 2	5,050	300
Region 3	16,631	303
Region 4	6,793	100
Region 5	13,929	136
Region 6	18,618	395
Region 7	5,173	233
Region 8	28,639	794
Region 9	6,346	186
Region 10	11,508	224
Region 11	10,558	277
Region 12	7,430	147
Totals	154,000	4,000

These targets are minimum goals, but may be reduced if other local planning regions agree to make offsetting adjustments.

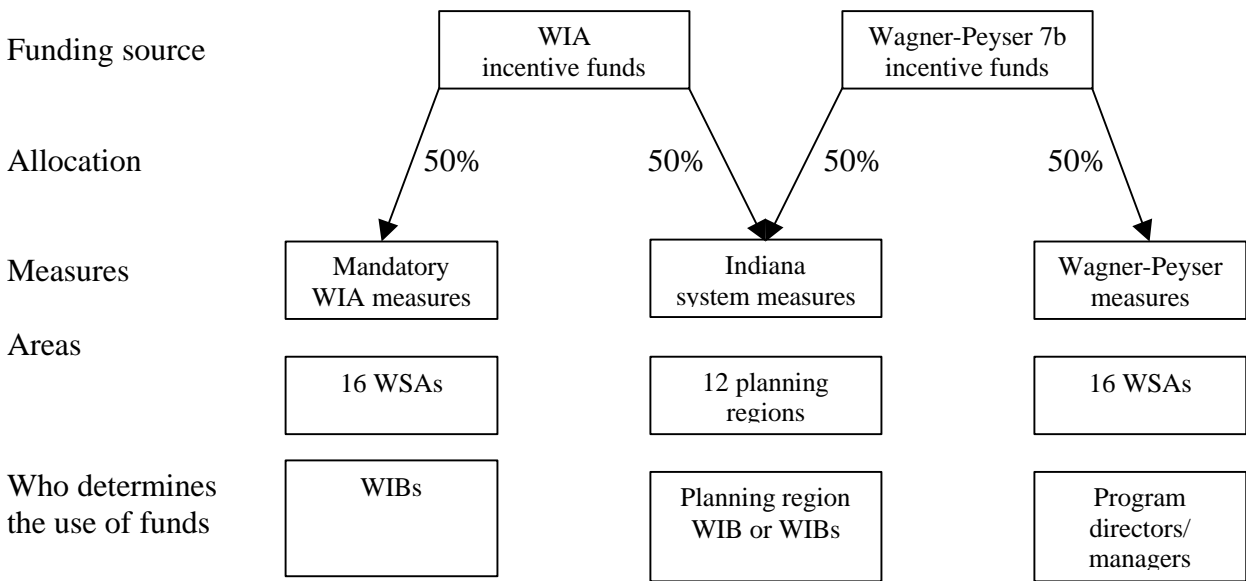
Another federal requirement is for states to provide incentive grants to local entities that demonstrate cooperation, coordination and exemplary performance under WIA.

A State shall use funds...to carry out ...activities, which shall include... providing incentive grants to local areas for regional cooperation among local boards,...for local coordination..., and for exemplary performance by local areas on the local performance measures [WIA Section 134 (a)(2)(B)].

Indiana's incentive awards program for PY'01 performance will incorporate both the state's system goals as well as DOL's mandatory measures. Half of the WIA awards will be based upon the state's system goals and performance in the local planning regions. This award will be supplemented using Wagner-Peyser 7b funds.

One half of the Wagner-Peyser 7b funds earmarked for incentive awards will be added to the half of the WIA awards being used to reward regional cooperation. The remaining half of the Wagner-Peyser 7b funds earmarked for incentive awards will be used to reward state merit staff in WSAs that meet all published Wagner-Peyser performance goals.

The other half of the WIA awards will be based upon DOL's mandatory adult, youth and dislocated worker measures and performance in the WSAs. This will emphasize exemplary performance on the local WIA performance measures. Awards will be made using PY'02 funds, and until we know our allocation, the actual amount available for awards will not be known. The graphic below summarizes Indiana's incentive award strategy for PY'01.



To receive an award for meeting the state’s system goals, the local planning region must meet all three system goals for that region (customer satisfaction, wage gains and skill gains). Since WIA awards must be distributed to local Workforce Investment Boards (WIBs), in those instances where more than one WSA shares a local planning region the awards for meeting the system goals will be distributed proportionately to the WIBs. This will be based upon their individual contribution to the region’s success (as measured by the number of wage gainers and skill increasers residing in each county).

The award for meeting the system goals must be used for enhancing one-stops. The use of these funds will be determined by the WIB or WIBs in that planning region.

To be considered for an award for meeting the DOL mandatory measures, the WIB in each WSA must first meet all four WIA credential and diploma attainment rates (Adult Employment and Credential Rate, Dislocated Worker Employment and Credential Rate, Older Youth Credential Rate and Younger Youth Diploma Attainment Rate). This policy emphasizes Indiana’s commitment to documented skill gains.

In addition, the WIB must also meet at least 14 of the 17 WIA measures. Awards will be distributed to successful WIBs based upon their relative share of the state’s PY’01 WIA allocation formula.

Effective Date:

Immediately.

Ending Date:

December 31, 2002.

Action:

Please inform your local staff of these changes and address any questions you may have regarding this policy to Patrik Madaras, Director of Evaluation, at 317-232-8537.

Attachment

## Performance Measures

	Measure	Cohort	Calculation
<b>One-Stop System Measures</b>	<b>Citizen Satisfaction</b>	A sample of clients active in the Customer Self Service System (CS3) system during the program year (July 1, 2001– June 30, 2002).	The calculation is accomplished by averaging the three questions (on a scale of 1 to 10) for citizen or employer. The number with scores of 6.5 or higher will be divided by the total number of valid responses.
	<b>Employer Satisfaction</b>	A sample of employers with job orders active in the CS3 system during the program year (July 1, 2001 – June 30, 2002).	
	<b>Skill Increasers</b>	Individuals attaining a credential and found in one of the following databases: Participant Management Information System (PMIS), Trade Adjustment Act (TAA), Advance Indiana, or Certificate of Technical Achievement (CTA) database during the program year (July 1, 2001 – June 30, 2002).	The number of clients attaining a credential (high school diploma or equivalency, associate degree, bachelor's degree, occupational skills license, occupational skills certification/credential, attain journeyman status, or other as described in local plan).
	<b>Wage Gainers</b>	Clients active in the Customer Self Service System (CS3) system in the previous program year. (7/1/00 – 6/30/01).	<ol style="list-style-type: none"> <li>1. Determine pre-program earnings by adding all wages in the 2 quarters preceding the quarter during which each individual registered (Prior2 + Prior3).</li> <li>2. Determine post-program earnings by adding all wages in the 2<sup>nd</sup> and 3<sup>rd</sup> quarters following the registration quarter (Post2 +Post3).</li> <li>3. Count the individuals with post-program wages greater than pre-program wages.</li> </ol>

### PY'01 Mandatory WIA Performance Standards

Performance Measure	Definition	Cohort	Numerator (PMIS/Wage File* Fields)	Denominator (PMIS/Wage File* Fields)
<b>Adult Entered Employment Rate</b>	<i>Of those not employed at registration:</i> Number of adults who have entered employment by the end of the first quarter after exit divided by the number of adults who exit.	Adults exiting the program October 1, 2000 through September 30, 2001 whose labor force status at time of registration was not employed.	# of exiters with: Labor force status is not employed and Pgcd=1A and Post1>0	# of exiters with: Labor force status is not employed and Pgcd=1A
<b>Adult Employment Retention Rate</b>	<i>Of those who are employed in the first quarter after exit:</i> Number of adults who are employed in the third quarter after exit divided by the number of adults who exit.	Adults exiting the program October 1, 2000 through September 30, 2001 who were employed in the first quarter after the exit quarter.	# of exiters with: Pgcd=1A and Post1>0 and Post3>0	# of exiters with: Pgcd=1A and Post1>0
<b>Adult Average Earnings Change</b>	<i>Of those who are employed in the first quarter after exit:</i> Total post-program earnings (earnings in quarter 2 + quarter 3 after exit) minus pre-program earnings (earnings in quarter 2 + quarter 3 prior to registration) divided by the number of adults who exit.	Adults exiting the program October 1, 2000 through September 30, 2001 who were employed in the first quarter after the exit quarter.	Exiters with: Pgcd=1A and post1>0 Then perform following calculation: (sum of post2 + sum of post3) – (sum of prior2 + sum of prior3)	# exiters with: Pgcd=1A and post1>0
<b>Adult Employment and Credential Rate</b>	<i>Of adults who received training services:</i> Number of adults who were employed in the first quarter after exit and received a credential by the third quarter after exit divided by the number of adults who exited.	Adults exiting the program October 1, 2000 through September 30, 2001 who have received training services.	Remove all E4 activities # of exiters with: pgcd=1A and (having Line code=15 or 20 or T6) and (Having at least one of the following: jrneyman, cta, hsdiploma, occ_cred, aa_as, ba_bs, occlcn, credentl, attain_ged) AND post1>0	Remove all E4 activities # of exiters with: pgcd=1A and having Line code=15 or 20 or T6
<b>Dislocated Worker Entered Employment Rate</b>	Number of dislocated workers who have entered employment by the end of the first quarter after exit divided by the	Dislocated workers exiting the program October 1, 2000 through September 30, 2001.	# of exiters with: (pgcd=1R or 1D) and Post1>0	# of exiters with: pgcd=1R or 1D

Performance Measure	Definition	Cohort	Numerator (PMIS/Wage File* Fields)	Denominator (PMIS/Wage File* Fields)
	number of dislocated workers who exit.			
<b>Dislocated Worker Employment Retention Rate</b>	<i>Of those who are employed in the first quarter after exit:</i> Number of dislocated workers who are employed in the third quarter after exit divided by the number of dislocated workers who exit.	Dislocated workers exiting the program October 1, 2000 through September 30, 2001.	# of exiters with: (pgcd=1R or 1D) and Post3>0	# of exiters with: (pgcd=1R or 1D)
<b>Dislocated Worker Earnings Replacement Rate</b>	<i>Of those who are employed in the first quarter after exit:</i> Total post-program earnings (earnings in quarter 2 + quarter 3 after exit) divided by pre-dislocation earnings (earnings in quarters 2 + quarter 3 prior to dislocation). <i>Note: If the dislocation date is after the enrollment date, the enrollment date is used for the dislocation date).</i>	Dislocated workers exiting the program October 1, 2000 through September 30, 2001 who are employed in the first quarter after the exit quarter.	Exiters with: (Pgcd=1D or 1R) and Post1>0  Then perform following calculation: (sum of post2 + sum of post3)	Exiters with (Pgcd=1D or 1R) and Post1>0  Then perform following calculation: (sum of prior2 + sum of prior3)
<b>Dislocated Worker Employment and Credential Rate</b>	<i>Of dislocated workers who received training services:</i> Number of dislocated workers who were employed in the first quarter after exit and received a credential by the end of the third quarter after exit divided by the number of dislocated workers who exited.	Dislocated workers exiting the program October 1, 2000 through September 30, 2001 who received training services.	Remove all E4 activities # of exiters with: (pgcd=1D or 1R ) and and (Line code=15 or 20 or T6) and (having at least one of the following: jrneyman, cta, hsdiploma, occ_cred, aa_as, ba_bs, occlincs, credentl, attain_ged) AND post1>0	Remove all E4 activities # of exiters with: (pgcd=1D or 1R) and Line code=15 or 20 or T6
<b>Older Youth Entered Employment Rate</b>	<i>Of those not employed at registration and who are not enrolled in post-secondary education or advanced training in the first quarter after exit:</i> Number of older youth who have entered employment by the end of the first quarter after exit divided by the number of youth who exit.	Older youth exiting the program October 1, 2000 through September 30, 2001 who are not employed at registration and who are not enrolled in post-secondary education or advanced training in the 1 <sup>st</sup> quarter after exit.	# of exiters with: Age 19-21 in 1Y and (not (postsecn is yes with line code E1 OR advtrain is yes with line code E1) and (labor force status is NOT employed)) and Post1>0	# of exiters with: age 19-21 in pgcd 1Y and not (postsecn is yes with line code E1 OR advtrain is yes with line code E1) and (labor force status is NOT employed)
<b>Older Youth Employment Retention Rate</b>	<i>Of those who are employed in the first quarter after exit and who are not enrolled in post-secondary education or</i>	Older youth exiting the program October 1, 2000 through September 30, 2001	Remove all line codes with E4 or E5	Remove all line codes with E4 or E5

Performance Measure	Definition	Cohort	Numerator (PMIS/Wage File* Fields)	Denominator (PMIS/Wage File* Fields)
	<i>advanced training in the third quarter after exit:</i> Number of older youth who are employed in third quarter after exit divided by the number of older youth who exit.	who are employed in the first quarter after exit and who are not enrolled in post-secondary education or advanced training in the 3 <sup>rd</sup> quarter after exit.	# exiters with: Age 19-21 in 1Y and (NOT(postsecl is yes OR advtrain is yes) with line code E3) AND post1>0 & Post3>0	# of exiters with: Age 19-21 in 1Y (NOT(postsecl is yes OR advtrain is yes) with line code E3) AND post1>0
<b>Older Youth Average Earnings Change</b>	<i>Of those who are employed in the first quarter after exit and who are not enrolled in post-secondary education or advanced training in the third quarter after exit:</i> Total post-program earnings (earnings in quarter 2 + quarter 3 after exit) minus pre-program earnings (earnings in quarter 2 + quarter 3 prior to registration) divided by the number of older youth who exit.	Older youth exiting the program October 1, 2000 through September 30, 2001 who are employed in the first quarter after exit and who are not enrolled in post-secondary education or advanced training in the 3 <sup>rd</sup> quarter after the exit quarter.	Exiters with: Age 19 – 21 in 1Y and (NOT(postsecl is yes OR advtrain is yes) with line code E3) AND post1>0 Then perform following calculation: (sum of post2 + sum of post3) – (sum of prior2 + sum of prior3)	# exiters with: Age19–21 in 1Y (NOT(postsecl is yes OR advtrain is yes) with line code E3) AND post1>0
<b>Older Youth Credential Rate</b>	Number of older youth who are in employment, post-secondary education, or advanced training in the first quarter after exit and received a credential by the end of the third quarter after exit divided by the number of older youth who exit.	Older youth exiting the program October 1, 2000 through September 30, 2001.	# of exiters with: Age 19 – 21 in 1Y and ((post1>0 OR (postsecl is yes or advtrain is yes)) AND (having at least one of the following: jrneyman, cta, hsdiploma, occ_cred, aa_as, ba_bs, occlincs, credentl, attain_ged))	Remove all line codes with E4 or E5  # of exiters with: Age 19-21 in 1Y
<b>Younger Youth Skill Attainment Rate</b>	Total number of goals attained by younger youth divided by the total number of goals set. (At least one and a maximum of three goals per year unless all goals have been met for the youth and the youth has been assessed to no longer be in need of basic skills, work readiness skills, or occupational skills goals). Successfully completed goals are count in the PY they are completed. Goals that are not successfully completed are counted in the PY one year after they are set.	All younger youth participants between July 1, 2001 and June 30, 2002.	Participants not having line code G9 and are Age 14-18 in pgcd 1Y exiting line code G1, G2, G3 with completed activity is yes :  Sum of G1 + G2 + G3 goals	Participants not having line code G9 and are Age 14-18 in pgcd 1Y: Total number of line code= G1, G2 or G3 and exited. (If participant does not have a G1, G2, G3, or G9 line code then they have 1 goal that is not completed. If 365 days have passed and a goal is not exited then the goal is considered not completed and is in denominator). If a goal is exited as not

Performance Measure	Definition	Cohort	Numerator (PMIS/Wage File* Fields)	Denominator (PMIS/Wage File* Fields)
				successfully completed, it is not counted until 365 days after the goal was established.
<b>Younger Youth Diploma or Equivalent Rate</b>	<i>Of those who register without a diploma or equivalent:</i> Number of younger youth who attained secondary school diploma or equivalent by the end of the first quarter after exit divided by the number of younger youth who exit (except those still in secondary school at exit).	Younger youth exiting the program July 1, 2001 through June 30, 2002 who registered without a diploma or equivalent and who were not still in secondary school at the time of exit.	Remove line codes E2, E3, E4 and remove records with highest grade >11 at registration # of exiters who received high school diploma or ged whose Age 14-18 in pgcd 1Y	Remove line codes E2, E3, E4 and Remove records with highest grade > 11 at registration and exclude exit code 15  # of exiters: age 14-18 in 1Y
<b>Younger Youth Retention Rate</b>	Number of younger youth in one of the following categories in the third quarter after exit: post secondary education, advanced training, employment, military service, qualified apprenticeships divided by the number of younger youth who exit (except those still in secondary school at exit).	Younger youth exiting the program October 1, 2000 through September 30, 2001 who were not still in secondary school at exit.	# of exiters:  age 14-18 in 1Y and (post1>0 OR postsecn is yes OR advtrain is yes OR military is yes OR apprentice is yes)	# of exiters:  age 14-18 in 1Y exclude exit code 15

**\*Wage File Fields**

Post1 is the wages in the first quarter after the exit date

Post2 is the wages in the second quarter after the exit date

Post3 is the wages in the 3<sup>rd</sup> quarter after the exit date

Post4 is the wages in the 4<sup>th</sup> quarter after the exit date

Prior2 is the wages in the 2<sup>nd</sup> quarter prior to the enrollment date for 1A or 1Y and the dislocation date for 1D or 1R

Prior3 is the wages in the 3<sup>rd</sup> quarter prior to the enrollment date for 1A or 1Y and the dislocation date for 1D or 1R

## WIA Adjusted Performance Measures

Adult Entered Employment Rate					
WSA	PY'99	PY'00 YTD	Departure Point	Selected Level	PY'01 Standard
Northwest	68.4%	83.2%	77.0%	77.0%	77.0%
Kankakee	81.3%	78.3%	77.0%	78.3%	77.7%
Northern	79.3%	91.5%	77.0%	79.3%	78.2%
Northeast	75.4%	84.5%	77.0%	77.0%	77.0%
Tecumseh	85.5%	70.8%	77.0%	77.0%	77.0%
North Central	70.9%	72.2%	77.0%	72.2%	74.6%
Madison Grant	67.4%	100.0%	77.0%	77.0%	77.0%
East Central	77.7%	84.9%	77.0%	77.7%	77.4%
Western	66.2%	91.3%	77.0%	77.0%	77.0%
Circle Seven	81.6%	78.6%	77.0%	78.6%	77.8%
Marion Co.	76.8%	76.9%	77.0%	76.9%	77.0%
Southeastern	78.5%	71.4%	77.0%	77.0%	77.0%
Shawnee Trace	74.1%	81.1%	77.0%	77.0%	77.0%
South Central	73.5%	95.7%	77.0%	77.0%	77.0%
Southwest	84.5%	86.5%	77.0%	84.5%	80.8%
Southern Seven	78.9%	68.8%	77.0%	77.0%	77.0%

Adult Retention Rate					
WSA	PY'99	PY'00 YTD	Departure Point	Selected Level	PY'01 Standard
Northwest	83.6%	87.9%	80.0%	83.6%	81.8%
Kankakee	94.3%	44.4%	80.0%	80.0%	80.0%
Northern	86.5%	88.0%	80.0%	86.5%	83.3%
Northeast	87.7%	100.0%	80.0%	87.7%	83.9%
Tecumseh	86.8%	72.7%	80.0%	80.0%	80.0%
North Central	87.8%	72.2%	80.0%	80.0%	80.0%
Madison Grant	91.9%	100.0%	80.0%	91.9%	86.0%
East Central	83.0%	96.0%	80.0%	83.0%	81.5%
Western	92.2%	100.0%	80.0%	92.2%	86.1%
Circle Seven	89.6%	100.0%	80.0%	89.6%	84.8%
Marion Co.	77.3%	75.0%	80.0%	77.3%	78.7%
Southeastern	84.1%	100.0%	80.0%	84.1%	82.1%
Shawnee Trace	81.9%	89.3%	80.0%	81.9%	81.0%
South Central	95.1%	100.0%	80.0%	95.1%	87.6%
Southwest	86.2%	94.3%	80.0%	86.2%	83.1%
Southern Seven	88.9%	66.7%	80.0%	80.0%	80.0%

<b>Adult Earnings Change</b>					
WSA	PY'99	PY'00 YTD	Departure Point	Selected Level	PY'01 Standard
Northwest	\$3,925	\$5,793	\$3,600	\$3,925	\$3,763
Kankakee	\$4,495	\$2,260	\$3,600	\$3,600	\$3,600
Northern	\$4,269	\$5,256	\$3,600	\$4,269	\$3,935
Northeast	\$3,788	\$4,401	\$3,600	\$3,788	\$3,694
Tecumseh	\$3,197	\$1,938	\$3,600	\$3,197	\$3,399
North Central	\$5,542	\$1,850	\$3,600	\$3,600	\$3,600
Madison Grant	\$5,974	\$9,682	\$3,600	\$5,974	\$4,787
East Central	\$3,793	\$3,136	\$3,600	\$3,600	\$3,600
Western	\$3,970	\$8,473	\$3,600	\$3,970	\$3,785
Circle Seven	\$3,775	\$750	\$3,600	\$3,600	\$3,600
Marion Co.	\$3,488	\$1,538	\$3,600	\$3,488	\$3,544
Southeastern	\$3,805	\$5,779	\$3,600	\$3,805	\$3,703
Shawnee Trace	\$3,702	\$2,467	\$3,600	\$3,600	\$3,600
South Central	\$3,878	\$9,031	\$3,600	\$3,878	\$3,739
Southwest	\$2,925	\$1,504	\$3,600	\$2,925	\$3,263
Southern Seven	\$3,916	\$6,299	\$3,600	\$3,916	\$3,758

<b>Dislocated Worker Entered Employment Rate</b>					
WSA	PY'99	PY'00 YTD	Departure Point	Selected Level	PY'01 Standard
Northwest	67.9%	86.4%	74.0%	74.0%	74.0%
Kankakee	71.4%	87.1%	74.0%	74.0%	74.0%
Northern	83.4%	82.4%	74.0%	82.4%	78.2%
Northeast	86.3%	88.7%	74.0%	86.3%	80.2%
Tecumseh	90.6%	87.5%	74.0%	87.5%	80.8%
North Central	73.6%	93.9%	74.0%	74.0%	74.0%
Madison Grant	84.9%	88.9%	74.0%	84.9%	79.5%
East Central	87.9%	75.8%	74.0%	75.8%	74.9%
Western	87.1%	83.7%	74.0%	83.7%	78.9%
Circle Seven	85.9%	73.8%	74.0%	74.0%	74.0%
Marion Co.	77.0%	81.4%	74.0%	77.0%	75.5%
Southeastern	75.0%	86.4%	74.0%	75.0%	74.5%
Shawnee Trace	75.8%	88.9%	74.0%	75.8%	74.9%
South Central	96.5%	82.4%	74.0%	82.4%	78.2%
Southwest	94.1%	96.0%	74.0%	94.1%	84.1%
Southern Seven	83.9%	94.4%	74.0%	83.9%	79.0%

Dislocated Worker Retention Rate					
WSA	PY'99	PY'00 YTD	Departure Point	Selected Level	PY'01 Standard
Northwest	81.5%	100.0%	85.0%	85.0%	85.0%
Kankakee	89.9%	100.0%	85.0%	89.9%	87.5%
Northern	95.5%	95.2%	85.0%	95.2%	90.1%
Northeast	94.6%	100.0%	85.0%	94.6%	89.8%
Tecumseh	94.0%	100.0%	85.0%	94.0%	89.5%
North Central	92.2%	100.0%	85.0%	92.2%	88.6%
Madison Grant	94.0%	100.0%	85.0%	94.0%	89.5%
East Central	92.4%	95.1%	85.0%	92.4%	88.7%
Western	95.7%	100.0%	85.0%	95.7%	90.4%
Circle Seven	94.8%	100.0%	85.0%	94.8%	89.9%
Marion Co.	91.8%	100.0%	85.0%	91.8%	88.4%
Southeastern	87.5%	100.0%	85.0%	87.5%	86.3%
Shawnee Trace	91.7%	100.0%	85.0%	91.7%	88.4%
South Central	87.5%	100.0%	85.0%	87.5%	86.3%
Southwest	99.0%	100.0%	85.0%	99.0%	92.0%
Southern Seven	89.1%	88.9%	85.0%	88.9%	87.0%

Dislocated Worker Earnings Replacement Rate					
WSA	PY'99	PY'00 YTD	Departure Point	Selected Level	PY'01 Standard
Northwest	93.6%	115.5%	90.0%	93.6%	91.8%
Kankakee	108.6%	94.7%	90.0%	94.7%	92.4%
Northern	114.3%	72.7%	90.0%	90.0%	90.0%
Northeast	89.8%	94.4%	90.0%	90.0%	90.0%
Tecumseh	83.4%	83.6%	90.0%	83.6%	86.8%
North Central	112.9%	66.8%	90.0%	90.0%	90.0%
Madison Grant	92.9%	209.7%	90.0%	92.9%	91.5%
East Central	93.4%	63.4%	90.0%	90.0%	90.0%
Western	86.7%	82.0%	90.0%	86.7%	88.4%
Circle Seven	94.3%	100.7%	90.0%	94.3%	92.2%
Marion Co.	91.0%	65.2%	90.0%	90.0%	90.0%
Southeastern	118.0%	97.9%	90.0%	97.9%	94.0%
Shawnee Trace	103.2%	113.0%	90.0%	103.2%	96.6%
South Central	50.6%	41.0%	90.0%	50.6%	70.3%
Southwest	101.4%	103.2%	90.0%	101.4%	95.7%
Southern Seven	116.9%	132.5%	90.0%	116.9%	103.5%

## WIA Unadjusted Performance Measures

The following measures lacked sufficient data to make adjustments in PY'01. The levels shown is the state negotiated level and apply to all WSAs.

Measure	PY'01 Performance Standard
Adult Employment and Credential Rate	50%
Dislocated Worker Employment and Credential Rate	50%
Older Youth Entered Employment Rate	69%
Older Youth Employment Retention Rate	78%
Older Youth Earnings Change	\$3,150
Older Youth Credential Rate	55%
Younger Youth Skill Attainment Rate	67%
Younger Youth Diploma Attainment Rate	55%
Younger Youth Retention Rate	55%